

**OFFICE OF THE CHIEF OF POLICE**

**SPECIAL ORDER NO. 7**

**February 14, 2008**

**APPROVED BY THE BOARD OF POLICE COMMISSIONERS ON JANUARY 29, 2008**

**SUBJECT: ORGANIZATIONAL PERFORMANCE ASSESSMENTS**

**PURPOSE:** The City and the Department have established TEAMS II to contain relevant information about its personnel to promote professionalism and best policing practices and to recognize exceptional behavior or identify and modify at-risk behavior. As part of that process, this Order implements the protocols for monitoring the performance of Department units and the Department as a whole as part of a larger strategic and organizational risk assessment process.

It is the responsibility of the Department to regularly review the performance of organizational entities Department-wide. Regular performance assessments provide tools to assist in predicting future performance and to allow supervisors and managers to either reward exceptional performance or initiate appropriate monitoring strategies. The Consent Decree requires a regular review by appropriate managers of all relevant TEAMS II information to evaluate the performance of Department entities in order to identify any patterns or series of incidents that may indicate at-risk behavior. The assessment will include an independent review, conclusions, and recommendations to improve performance and accountability and to facilitate decision-making.

**PROCEDURE:** The Risk Management Executive Committee (RMEC) shall conduct the following:

- \* Establish policies and guidelines for completing regular and periodic Organizational Performance Assessments (OPA); and,
- \* Review and maintain OPA to evaluate and identify any patterns or series of incidents that indicate at-risk behavior as part of a strategic risk management process.

**Note:** Every commanding officer shall cooperate fully with RMEC or its designee in completing OPA according to the policies, guidelines and schedule established and/or approved by RMEC.

**AMENDMENTS:** This Order amends Section 2/093.95 of the Department Manual.

**AUDIT RESPONSIBILITY:** The Commanding Officer, Risk Management Group, shall monitor compliance with this directive in accordance with Department Manual Section 0/080.30.

WILLIAM J. BRATTON  
Chief of Police

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